



APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

1st Quarter | 2017



In This Issue



Photo Credit: Bob Gumpert

The California Apprenticeship Council Newsletter

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Sheriff John McMahon, San Bernardino County Sheriffs, and Carly Reed, Assistant Coordinator, Teamsters Apprenticeship.

Photo Credit: Carly Reed

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The California Department of Industrial Relations (DIR) protects and improves the health, safety, and economic well-being of over 18 million wage earners and helps employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency.



DIR's Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

DIR Is Awarded Federal Grant of \$1.8 Million to Fund Apprenticeship Expansion



Christine Baker

Director, Department of Industrial Relations



In addition to expanding apprenticeship into new industries, the ApprenticeshipUSA State Expansion Grant supports activities aimed at increasing diversity and equity and the development of a data management system to track apprenticeship program performance and outcomes.

From left, first-year apprentice Romien Harris and instructor Anthony Ausbie show students and their counselor how a transformer works in the hands-on lab at the IBEW 428/Kern County NECA training center in Bakersfield.

IN OCTOBER, the US Department of Labor awarded California's Department of Industrial Relations a \$1.8 million ApprenticeshipUSA State Expansion Grant to develop and expand apprenticeship programs in the state. This grant will help DIR and DAS double the number of apprentices over the next 10 years, increase opportunities for women and low-income groups, and extend apprenticeship programs to nontraditional, emerging and high-growth industries. These industries include information and communications technology, health care, transportation, and advanced manufacturing.

California currently has the highest number of active apprentices in the country, more than 74,000. This grant is an acknowledgment of the importance the state places on apprenticeship for expanding job prospects that meet the needs for skilled labor in the future and can help families join the middle class.

In addition to expanding apprenticeship into new industries, the grant supports activities aimed at increasing diversity and equity in apprenticeship opportunities targeting women, minorities, people with disabilities and lower-income groups, and the development of a robust data management system to track apprenticeship program performance and outcomes.

All three of these goals are critical for California's economy, which will need to replace the large wave of experienced workers expected to retire in the near future.

The industries targeted for our expansion were chosen precisely because they are the sectors in the state expected to have the greatest need for skilled workers as those retirees leave the workforce and those industries experience rapid growth. Not just those industries, but the entire state's economic welfare will benefit from our apprenticeship programs.

In addition, apprenticeship has the potential to help mitigate the effects of uneven distribution of financial gains across the population by providing skills development for underserved communities and access to job opportunities with good wages and good prospects for career advancement. Moreover, by focusing recruitment through outreach, mentorship, and leadership pathways, apprenticeship can help bring women's participation in the industries targeted for apprenticeships from the current 6 percent in California closer to their 50.3 percent share of the state's population.

Developing a data management system to track program performance and outcomes will help DAS best focus its resources on what works, so that the funding can go as far as possible and the programs can be scaled up to have greater reach.

Receipt of this grant will go a long way toward supporting the state's commitment to extending the impact of apprenticeship, demonstrated by the significant financial resources appropriated by Governor Brown dedicated to this effort.



Photo Credit: Kern Community College District

2017 Holds Great Promise for Enhancement, Expansion of California Apprenticeship



Diane Ravnik
Chief, California Division of
Apprenticeship Standards



Unprecedented attention, recognition and funding for formal registered apprenticeship will make 2017 a banner year for apprenticeship around the country, but especially here in California.

WENTER 2017 after an incredibly full and successful 2016—which culminated in a series of events in California celebrating the second annual “National Apprenticeship Week.” Launched with a commemorative letter from Governor Jerry Brown, which noted California’s status as the largest apprenticeship system in the country and encouraged all California employers to “explore the potential of apprenticeship as a way to grow their business, meet their needs for skilled personnel and offer opportunities for their employees to advance their careers,” National Apprenticeship Week was kicked off with a tour and recognition ceremony hosted by new apprenticeship program sponsor, “Transit Apprenticeship for Professional Career Advancement (TAPCA),” composed of the Santa Clara Valley Transportation Authority and its labor partner, Amalgamated Transit Union Local 265. Several of the program’s 175 apprentices in three occupations offered demonstrations of what they were learning as part of a multitier apprentice lattice/ladder. The week included over 50 separate events in California, including two days of open houses for prospective apprentice applicants sponsored by the Kern, Inyo, and Mono County Building Trades Council and Kern County Community College District—one for high school students generally and one focused specifically for female applicants. Numerous other open houses, pre-apprenticeship and apprenticeship events were held, culminating in a November 20 event, marking the advancement of apprentices in the country’s first “workforce development professionals” joint apprenticeship program with the Sacramento area WIB (SETA) sponsored by the California Workforce

Association and AFSME. This program was approved a year ago during the first National Apprenticeship Week.

Also in November 2016, the Department of Industrial Relations/Division of Apprenticeship Standards was awarded a \$1.8 million federal Department of Labor “ApprenticeshipUSA State Expansion Grant,” which will provide DAS with the resources to expand, track and provide necessary oversight and consultation to both existing and new program sponsors and to expand this versatile system of apprenticeship training to new, high-demand industries and occupations in information technology, advanced manufacturing, health care and transportation, among others. DAS will partner with Tradeswomen, Inc., on one portion of the grant focused on efforts to increase the number of women in apprenticeship. Another focus of the grant is alignment with our state workforce development and educational partners (e.g., the California Community Colleges Chancellor’s Office, the Department of Education, the California Workforce Development Board and the Employment Training Fund) to further support apprenticeship and leverage other available state resources.

January 2017 also marks award of 13 new grants comprising the second round of the “California Apprenticeship Initiative” (CAI) grants in industries/occupations ranging from viticulture to logistics to cybersecurity to maritime. This first phase of 2017 CAI grants for new apprenticeship programs will be followed shortly by grant awards for pre-apprenticeship programs.

All of this unprecedented attention, recognition and funding for formal registered apprenticeship will make 2017 a banner year for apprenticeship around the country, but especially here in California.

Apprentice Statistics for the quarter ending December 31, 2016	74,441	4,997	4,683	6.3%	63.0%	4,893	1,632	465
	Number of active apprentices	Number of new registrations and reinstatements	Number of active women apprentices	Percent of active apprentices represented by women	Percent of active apprentices represented by minorities	Number of active veteran apprentices	Number of veterans registered in 2016	Veterans who have completed apprenticeships in 2016

Message from the Incoming CAC Chair



Jim Hussey
2017 Chairperson, California
Apprenticeship Council



As we begin 2017, our challenge is to support and continue that growth regardless of any uncertainty in Washington, D.C. Here in California, there is no uncertainty. Our commitment remains focused on all individuals who seek a career and a secure future through the promise of apprenticeship.

I'M HONORED TO SERVE on the CAC, and, as this year's chairman, I look forward to guiding the Council as we continue the quest to expand apprenticeship and the opportunity it offers for all who participate in it.

Last July, people in Europe were surprised by the passage in Britain of the referendum on leaving the European Union (Brexit). We received a similar surprise in the results of our own November presidential election. Today, those surprises are morphing into uncertainty. We wonder what position the new president's administration will take on apprenticeship. If a common thread exists between the Brexit results and those here, it is a sense of concern over the future for blue-collar jobs. Will those jobs continue to exist, and will everyone have an equal opportunity—regardless of gender, age, or ethnicity—to apply and be hired? California has the largest, most robust apprenticeship system in the country, so now is the time for our apprenticeship community to confirm our commitment to working together to protect and expand opportunities for blue-collar work by training California's workforce to be the most skilled and productive in the world.

During the final years of his administration, President Barack Obama placed a high priority on apprenticeship and made an unprecedented \$100 million available for apprenticeship grants. The combination of these federal funds with California state grants and increased funding from Governor Brown allowed our Division of Apprenticeship Standards to approve a record number of new apprenticeship programs. At the

same time, the number of apprentices in our existing programs hit a record high of 75,000 active apprentices statewide.

Chief Ravnik, Deputy Chief Forman, and the entire DAS staff should be congratulated for joining with our apprenticeship program sponsors to expand apprenticeship in California. Outgoing CAC Chairperson Yvonne de la Pena should also be commended for her success in leading the CAC, while pushing hard for increased apprenticeship funding in our State budget.

As we begin 2017, our challenge is to support and continue that growth regardless of any uncertainty in Washington, D.C. Here in California, there is no uncertainty. Our commitment remains focused on all individuals who seek a career and a secure future through the promise of apprenticeship.

As an apprentice in the 1960s, a journeyman in the 1970s, a business owner since the 1980s, and an apprenticeship administrator until 2015, I have consistently believed that apprenticeship prepares individuals for middle-class jobs, which are the foundation of our consumer-driven economy. Our future depends on the continued growth and success of our apprenticeship programs. Regardless of what may happen in Washington, here in California, the DAS and the CAC, along with our program sponsors and local education agency partners, will work hard to expand apprenticeship and ensure that apprenticeship opportunities are open to anyone with the ability, desire, and commitment to learn.

Roofing apprenticeship coordinator and students.



Photo Credit: Rising Sun Energy Center

California Apprenticeship Initiative: Pre-Apprenticeship Strategy



Van Ton-Quinlivan

California Community Colleges
Vice Chancellor of Workforce
& Economic Development and
CAC Commissioner



Pre-apprenticeship training program strategies can be an effective approach to achieving the taskforce recommendation to “ensure career pathways meet the needs of displaced workers, veterans, English language learners, formerly incarcerated and other adult populations.”

PRE-APPRENTICESHIP continues to be a workforce development strategy of great interest, largely because of its potential for combining disparate education and workforce resources for strategies that simultaneously target populations and industries in regional economies. The California Community Colleges Chancellor's Office Board of Governors' Task Force on Workforce, Job Creation, and Strong Economy described this potential in the following recommendation:

Develop robust connections between community colleges, business and industry representatives, labor and other regional workforce development partners to align college programs with regional and industry needs and provide support for CTE [career and technical education] programs.

The California Apprenticeship Initiative (CAI) is designed to create state-approved apprenticeship training programs in industries and occupations that have not traditionally utilized apprenticeship training models to develop its workforce. This investment is yielding success through strong linkages among career technical education, industry, labor, and champions that have lent their expertise acquired in supporting career pathways in traditional apprenticeship training programs. Conversely, the CAI framework entails funding for pre-apprenticeship training programs to ensure that the benefits of these programs are shared broadly among underrepresented populations in targeted industries.

Apprenticeship and pre-apprenticeship address the taskforce's recommendations, such as those outlined above to broaden and enhance career exploration and planning, work-based learning opportunities, and other supports for students. Additionally, pre-apprenticeship training program strategies can be an effective approach to achieving the taskforce recommendation to “ensure career pathways meet the needs of displaced workers, veterans, English language learners, formerly incarcerated and other adult populations.” These resources can be utilized

to contextualize basic skills into pathway curricula in collaboration with faculty and apprenticeship instructors. To this end, unlike other CAI funding opportunities, traditional apprenticeship training programs that seek to expand access to their programs to these adult populations are eligible applicants for our pre-apprenticeship requests for applications [RFA].

Pre-apprenticeship services and programs must support an individual's ability to enter and complete state-approved apprenticeship training programs. That said, this is an initiative that will bring adults into quality CTE pathways with contextualized supplemental general education to help students become successful apprentices. All CAI funding is intended to be catalytic and not ongoing. Therefore, applicants need develop sustainability strategies. Sustainability could be achieved by programs that are aligned with ongoing CTE programs at a community college or local education agency—which is consistent with the regional framework developed under the federal Workforce Innovation and Opportunity Act and the Adult Education Block Grant Regional Consortia.

The Chancellor's Office pre-apprenticeship RFA seeks to support programs that accomplish the following:

- Align career technical education with industry standards by matching curriculum with apprenticeship training programs.
- Target performance measures including enrollment, students placed in apprenticeship training programs, competency-based work-readiness outcomes, and industry-recognized credentials.
- Streamline recruitment processes that leverage regional workforce and community-based organizations that reflect targeted population strategies.
- Create formal linkage with apprenticeship training program evidenced by memoranda of understanding (MOU), articulation agreements, structured work-based learning, and collaboration on program design.

Excerpts from 2016 Apprenticeship Week Essays by Sheet Metal Local 104 Apprentices

We asked apprentices to share their experiences. Their excellent responses were edited for space. They help us consider why we do apprenticeship. Thank you!

FRANK CUNEO | Administrator, Bay Area Sheet Metal JAC

Arthur Huet-Stringer | La Grange

“After a little more than a decade, I found myself on the hamster wheel to nowhere fast. I was always working, was barely able to save any money, and had hardly any time to spend with my spouse . . . Since becoming an apprentice, I have received a living wage, training that makes me feel confident that I can perform the work expected of me, and benefits that allow me to provide not just for myself but for my wife as well. I’ve been married now for about 10 years, and, until I became an apprentice, I was scared of having children because I was having a hard time just providing for my wife and myself; before I became an apprentice, we had no health care and were barely getting by financially, and “retirement” was based on winning the lottery, which I couldn’t afford to play . . . However, from what I’ve experienced so far in my apprenticeship, this program will be able to provide me with a real future with dignity and pride for myself, my wife, and our soon-to-be child . . . I just want to say thank you for the opportunity to earn the American dream, which for so long seemed impossible.”

Chris Bustos | Central Coast

“I am proud to be an apprentice in today’s America. I am honored that my hands get to create systems of ducts that are found all over the community . . . It is amazing to me that apprenticeships have stood the test of time, and society shows that it has and always will . . . In addition to motivating one another, we keep each other accountable to the highest quality of our craft. This is the attribute that I, as an apprentice, take the most pride in. We make sure that whatever our hands touch, we employ the highest craftsmanship for the benefit of the people. We have the dream that whatever our hands and minds have created together will stand the test of time for generations and generations . . . It is our proud duty to carry the torch of our values as apprentices and master craftsman. To stand strong together with these values and press forward to create a better America . . . We bring unity and accountability to America and must never let our way of life be washed away. I am proud to be an American apprentice.”

Andrew Sales | Stockton

“In the midst of adolescence, young minds are faced with many decisions: trying to stay on the “correct path” or searching to find a “better” one, doing everything they can to avoid falling through the cracks . . . I was one of those who fell through the cracks . . . But I’ve continued to strive . . . I’ve gained so much experience and insight, but none of that would matter unless I had a place to put it all together. That’s what the apprenticeship program has done for me—it not only gives me a chance to make a good living and set up my retirement . . . but is taking my experience and insight and shaping it into sharper/better tools to make me into the best sheet-metal worker and man I can be. Without the union apprenticeship program, I could have done similar work, but the quality wouldn’t be as good, and neither would the pay. Because of the apprenticeship, I’m learning more and more every single day.”

Joel Miranda-Ceron | San Francisco

“Apprenticeship has a lot of meanings . . . but to me it has taken up many more . . . It means to be taken under the wings of some of the most ingenious and innovative men in the construction field. Not just being educated in a trade, but understanding that we’re part of one of the many building blocks that has steadily built this nation . . . Apprenticeship means no longer having limits to your personal growth in this career path because the friendships and connections you make open up doors to new opportunities. My last meaning is my favorite, and what truly makes me proud of holding this long-standing title: being empowered through knowledge and endowed with skill if you put in the effort to seek it, apply it, and innovate with it.



**(1) Arthur Huet-Stringer and
(2) Andrew Sales**

Photo Credits: Arthur Huet-Stringer and Andrew Sales

Teamsters, Sheriff's Department Join Forces to Offer Incarcerated Inmates Chance at Rehabilitation



Identifying the objective of successfully rehabilitating the inmate for reentry into society is the goal of the program. However, the program's success has other fiscal impacts and benefits.

Inmates speaking to Andrew Dowdell, instructor from Skanska Civil USA.



Photo Credit: Carly Reed

IN JANUARY 2013, representatives from the Construction Teamsters Apprenticeship Program met with the San Bernardino County Sheriff's Department to interview a parolee that the department believed would be a good candidate for rehabilitation. The following month, the inmate entered the program and successfully completed all the requirements of apprenticeship, including on-the-job training with employers, who ranked him above expectation in safety, work ethic, and experience. Today, this man still works in the construction industry, receiving all the advantages of a middle-income wage associated with Teamster union craft employment, including health care, a pension, and vacation time.

Since 2013, as a result of the success of this pilot, the program has allowed numerous parolees to successfully complete an apprenticeship and enter middle-class society, with a pathway to good citizenship, by paying taxes and avoiding future encounters with the criminal justice system.

In March 2015 and because of the successful accomplishments of the program, meetings were held by the program and the department to study the feasibility of training inmates while they are incarcerated and to prepare them for reintroduction into society

after completion of their jail terms. Through the joint efforts of the San Bernardino County Sheriff's Department and the construction Teamsters Apprenticeship Program, classrooms and curriculums have been dedicated to the program, including approval of security clearance, training personnel, inmate interviews, and allocation of funds to "fast track" these inmates while in custody at the Glen Helen Detention Center. The start date for this apprenticeship program, called "Pathways," was October 1, 2016. The program is currently in its eighth week of curriculum, study, and lecture, inside the jail.

Upon release from custody, every inmate who has satisfied his obligations to "mandatory elective learning, per our apprenticeship standards" may continue ongoing classroom studies and homework, including curriculums in construction craft education related to Teamster prevailing wage determinations, as outlined by the State of California Department of Industrial Relations with additional educational support provided by the Los Angeles Unified School District. Additional support in compliance with apprenticeship standards is also recognized by the Department of Apprenticeship Standards.

Identifying the objective of successfully rehabilitating the inmate for reentry into society is the goal of the program. However, the program's success has other fiscal impacts and benefits. Other agencies that could gain from the program include the Board of State and Community Corrections, which is tasked with overseeing the costs of the prison population, such as the salary and benefits of staff, food costs, inmate clothing and supplies, medical and mental health services, medical supplies, contract maintenance, and inmate transportation. Still others tasked with related expenditures are those in charge of the state's welfare and food stamp programs.

The Construction Teamsters Apprenticeship Program and the San Bernardino County Sheriff's Department, in conjunction with the Department of Apprenticeship Standards, have a continuing educational commitment to inmate rehabilitation and will furnish updates to all interested parties on the program's achievements.

Ground-Breaking Apprenticeship Program Targets Various Sectors of the Early Care and Education Workforce

The new partnership is an important and innovative model for a state such as California, in which only 25 percent of children with working parents have licensed child-care slots available to them.

Staff and children from the Child Development Center at Los Angeles Trade–Technical College, at announcement of the launch of the Early Educator Apprenticeship and award of the California Apprenticeship Initiative grant.

THE EARLY EDUCATOR APPRENTICESHIP is a ground-breaking partnership between the Service Employees International Union (SEIU), Los Angeles Trade–Technical College (LATTC), the Mexican American Opportunity Foundation (MAOF), and the Child Care Resource Center (CCRC). Aimed at the early care and education workforce—made up primarily of women, immigrants, working mothers, and nontraditional students—the apprenticeship is a unique training opportunity to help address the severe shortage of adequately trained early care and education (ECE) professionals. Through participation in the multiyear, multifaceted program, apprentices can earn industry credentials while completing required college coursework, assume professional positions of greater responsibility and higher compensation, and receive on-the-job training and mentoring by leaders in their field.

The Early Educator Apprenticeship uses evidence-based outcomes as guidelines for success, including the development of digital literacy, study skill management, focused academic advisement, and a cohort-based environment for the apprentices. College

courses are offered free of charge at times and locations that are convenient for the apprentices, who are working full time and, in most cases, also raising families.

The new partnership is an important and innovative model for a state such as California, in which only 25 percent of children with working parents have licensed child-care slots available to them. This means that children in California lack the kind of quality early care and education needed to be successful in school, work, and life. That absence of opportunity slows the state's economic growth, exacerbates the academic achievement gap between low-income children and their middle-class peers, and creates a significant burden for working families.

The Early Educator Apprenticeship was launched in April 2016. Currently, 30 center-based ECE workers are enrolled from 11 child-care centers operated by the MAOF in neighborhoods throughout southeastern Los Angeles. An apprenticeship for licensed Family Child Care (FCC) providers is expected to be launched in December, in collaboration with the Child Care Resource Center, with an initial enrollment of 20–25 FCC providers in the Antelope Valley and 20–25 FCC providers in the San Fernando Valley. Plans are underway to develop an additional apprenticeship to meet specific training needs of Head Start workers. A pre-apprenticeship for license-exempt home-based providers—through which apprentices could become licensed and enter the FCC apprenticeship—is also being explored. In addition, efforts are being made to identify the apprenticeship needs of ECE workers in rural communities and other areas of the state.

To date, the Early Educator Apprenticeship has received funding through CA Workforce Development Board's Workforce Accelerator Fund (WAF) 2.0 and 3.0 grants and a California Apprenticeship Initiative (CAI) grant from the California Community Colleges Chancellor's Office.



Photo Credit: Wayne Huang, SEIU Local 99

Bakersfield Apprenticeship Coordinators Host Successful Two-Day NAW Event

We are recruiting to replace those who will be aging out as well as to meet the demand created by these new projects. In addition, solar and clean energy are expected to continue to be big jobs creators.

OVER 300 AREA STUDENTS and their school counselors received a hands-on introduction to apprenticeships during a two-day event celebrating National Apprenticeship Week at the NECA/IBEW Electrical Training Center in Bakersfield. Organizers included local union building trade apprenticeship coordinators, as well as Corinna Pereira, representative of the state Division of Apprenticeship Standards, and David Teasdale, the director of Economic and Workforce Development Programs for the Kern Community College District.

Students and participating agencies responded enthusiastically to the highly successful two-day event. Before the first day's woman-focused activities on November 16, students were asked whether they were interested in construction careers. Only half a dozen raised their hands. After attending discussions and receiving hands-on experience in tradecraft demonstrations throughout the day, about 70 percent expressed interest in pursuing a career in construction. Most of the second day's participants were men, who had expressed interest in a construction career from the onset.

The goal was to remind students and their school counselors that some well-paying, fulfilling careers do not require a college education. Training and education can be obtained through a variety of apprenticeship programs. Participants helping to demonstrate trades and answer students' questions included electricians, plumbers and pipefitters, sheet-metal workers, carpenters, operating engineers, sprinkler fitters, and cement masons as well as teamsters.

Interest in learning about trade apprenticeships was so strong that space limitations required the creation of waiting lists. Many students clamored for time beyond the 15 minutes allocated at the various demonstration stations. Particularly popular with students was the scissor lift, and the welding machine simulator was also a draw—not surprising because today's students and future trades workers come from a generation long-enamored with playing video games.

Encouraged by the student interest in and results of the 2016 events, consideration is already being given to hosting apprenticeship workshops in 2017 with more crafts participating in the demonstrations and discussions.

While Kern County is not currently experiencing a significant shortage of skilled trades workers, the likelihood of a shortage looms. Several major construction projects, including California High-Speed Rail, Lake Isabella Dam retrofit, large road projects, and the construction of a new town at the base of the Grapevine, are just a few of the developments expected to increase demand for workers.

We are in the recruiting phase to replace those who will be aging out as well as to meet the demand created by these new projects. In addition, solar and clean energy are expected to continue to be big jobs creators.

Kern County is growing. Through local apprenticeships, Kern County's workforce of skilled trades people will grow and help shape the future.



Photo Credit: Rising Sun Energy Center

Tradeswomen and Construction Apprenticeship Coordinators Sponsor Interactive Career Day in Hayward

Women Can Build Day is only one example of how the apprenticeship community and tradeswomen, working together with focused efforts, can build and strengthen the apprenticeship pipeline for women in California.

ON OCTOBER 21, 2016, over 200 women in Northern California attended the Second Annual Women Can Build Hands-On Career Fair cosponsored by Tradeswomen, Inc. (TWI), and the Bay Area Apprenticeship Coordinators Association (BAACA), and hosted by the Drywall Lathers Training Center in Hayward.

The lively all-day event brought together over 19 apprenticeship programs, including those for drywall/lathers, rough carpentry, operating engineers, sheet-metal workers, operating engineer technical engineers, electricians, stationary engineers, plumbers and pipefitters, iron workers (both field and shop), laborers, sprinkler fitters, plasterers, glaziers, painters, bricklayers and allied crafts, roofing and waterproofing, tile setters, and cement masons.

Several contractors as well as the Division of Apprenticeship Standards also had booths; the Wall and Ceiling Alliance provided a delicious barbeque lunch for the participants.

Each of the apprenticeship programs provided interactive activities for the interested women, and most included female instructors and other tradeswomen mentors to guide the participants and to answer questions about each particular craft. Participants at each station used the tools of each craft,

getting a feel for the materials and how they differ. Women built wooden tool caddies, ran cutting torches and virtual welders, built sheet-metal boxes, sweated copper fittings, mixed mortar and laid brick, and applied decorative plaster treatments.

Tradeswomen, Inc., and the BAACA were pleased to include high school seniors from over eight Oakland Unified School District sites with the support of the District's Technical Trades and Apprenticeships program and Soquel High School from the Santa Cruz Unified School District Career Technical Education program. Tradeswomen, Inc., was pleased to host pre-apprenticeship students from the Rising Sun Energy Center Construction Pre-Apprenticeship program, a TWI partner. Additionally, a large contingent of 20 pre-apprenticeship female students from the San Joaquin Youth Build program made the trip from Stockton.

Several dozen women contacted through Tradeswomen's workshops and websites attended as individuals; many had attended Tradeswomen, Inc.'s Entry to Apprenticeship Workshops or were contacted through the Tradeswomen website and email outreach. Tradeswomen, Inc.'s Susie Suafai coordinated extensive outreach with community and agency partner organizations.

Tradeswomen, Inc., thanks the BAACA's members for their hard work to make this a great day, with a special thank you to our hosts at the Drywall/Lathers Training Facility. Women Can Build Day provides a supportive and informative environment to inform young women from the greater Bay Area about apprenticeship and about multiple trades.

Women Can Build Day is only one example of how the apprenticeship community and tradeswomen, working together with focused efforts, can build and strengthen the apprenticeship pipeline for women in California. Many apprenticeship coordinators are joining this and other targeted efforts to increase the number of women entering and succeeding in their programs. Together we can increase women's participation in apprenticeships in construction and other crafts from under 7 percent to 20 percent by 2020, to meet Tradeswomen, Inc.'s goal.

Sweating copper pipes with UA apprenticeship instructor.



Photo Credit: Rising Sun Energy Center

Acoustical Installer 'Activity Director 'Aerospace Engineer 'Aerospace Engineering & Operations Technician 'Air Balance and Testing Tech 'Air Balance Testing Technician 'Air Conditioning and Refrigeration Mechanic 'Air Conditioning Mechanic 'Air Conditioning Refrigeration Mechanic 'Air Conditioning Specialist 'Air Conditioning/Refrigeration Mechanic (Maintenance) 'Aircraft Governor Technician 'Aircraft Structure, Surfaces, Rigging, and Systems Assemblers (A/C Installer Mechanic) 'Arson & Bomb Investigator 'Assistant Lineman (LRV) 'Assistant Lineman (Wayside) 'Auto & Truck Body Builder 'Auto Body & Fender Repairer 'Auto Body & Fender Repairman 'Auto Body Repairer Fender 'Auto Machinist 'Auto Mechanic 'Automatic Screw Machine Set Up Operator 'Automatic Screw Machine Set-Up 'Automotive Body Repairer 'Automotive Electrical Repairer 'Automotive Electrician 'Automotive Machinist 'Automotive Mechanic 'Automotive Painter 'Automotive Parts Clerk 'Automotive Radiator Mechanic 'Automotive Radio Repair 'Automotive Technician 'Automotive Technician Specialist - Lead Tech 'Automotive Technician Specialist - Senior Tech 'Automotive Technician Specialist - Tech 'Automotive Technician Specialist - Trainee 'Automotive Upholsterer 'Automotive Upholsterer & Trimmer 'Automotive Upholsterer (Trimmer) 'Automotive/Equipment Mechanic 'Baker 'Barber 'Biomedical Equipment Technician 'Body and Fender 'Boilermaker 'Book Binder 'Brick Tender 'Brick Tender (Hod Carrier) 'Bricklayer 'Bricklayer & Stonemason 'Bricklayer (Construction) 'Bricklayer/Stonemason 'Bridge, Structural, Ornamental and Reinforcing Ironworker 'Broiler Cook 'Building Insulator 'Building Service Engineer 'Bus Mechanic 'C N C Machine Operator 'C.N.C. Machine Technician 'C.N.C. Machinist 'Cabinet Maker 'Cable Splicer 'Cable Splicer - GC 'California Highway Patrol 'California Highway Patrol Officer 'Caltrans Heavy Equipment Mechanic 'Carp Main 'Carpenter 'Carpenter (Maintenance) 'Carpet & Resilient Installer 'Carpet Installer 'Carpet, Linoleum & Resilient Floor Layer 'Carpet, Linoleum & Soft Tile Layer 'Caseworker Specialist 'Caterpillar Dealer Engine Technician 'Caterpillar Dealer Equipment Technician 'Cement Mason 'Chainman 'Chemistry & Radiation Protection Technician 'Chief of Party 'Church Planter 'Cleaner 'Combination Welder 'Commercial Body Builder 'Communication & Instrumentation Mechanic (Electronics Mechanic) 'Communication & Systems (C/S) Installer 'Communication Technician 'Communication Technician (GC) 'Computer Controlled

What Is the California Apprenticeship Council?



Established by the 1939 landmark Shelley-Maloney Apprentice Labor Standards Act, the California Apprenticeship Council sets policy for the Division of Apprenticeship Standards (DAS). The 17-member council is made up of six employer, six employee and two public representatives appointed by the governor, plus one representative each of the chancellor of the California community colleges, superintendent of public instruction, and director of industrial relations as administrator of apprenticeship. The DAS chief serves as secretary to the council, and the division provides staff assistance to the CAC and its subcommittees.

The council meets quarterly in different locales around the state to address issues affecting apprenticeship in California:

- Receives reports from the DAS chief and other cooperating agencies
- Provides policy advice on apprenticeship matters to the administrator of apprenticeship
- Ensures selection procedures are impartially administered to applicants
- Conducts appeals hearings on apprentice agreement disputes, new apprenticeship standards for approval, and apprenticeship program administration
- Adopts regulations carrying out the intent of apprenticeship legislation

'Packaging Technician 'Painter 'Painter (Maintenance) 'Painter I (Maintenance) 'Painter, Decorator 'Paperhanger 'Painter, Paperhanger and Decorator 'Paramedic 'Parking & Highway Improvement Painter (Laborer) 'Parole Agent 'Parole Agent (Field & Institution) 'Parts Person 'Pastry Cook 'Pattern Maker 'Patternmaker Wood 'Pavement Striper 'Photovoltaic Installer 'Pile Driver 'Pipe Fitter 'Pipe Maintainer 'Pipefitter 'Pipefitter/Steamfitter 'Plant Equipment Operator 'Plant Mechanic 'Plant Operator 'Plaster Tender 'Plaster Tender (Hod Carrier) 'Plasterers 'Plumber 'Plumber & Pipefitter 'Plumber (Maintenance) 'Plumber Residential 'Plumber, Service, Repair & Remodel 'Plumber/Pipefitter 'Pointer-Cleaner-Caulker 'Police Officer 'Police Officer I 'Power House Mechanic (Generation Mechanic) 'Power Line Mechanic 'Power Lineman 'Power Plant Control Operator 'Power Plant Mechanic 'Precision Grinding Technician 'Precision Machine Tool Mechanic 'Precision Machining Technician 'Printer 2 'Protective Signal Installer 'Psychiatric Technician 'Radiation & Process Monitor (Traveling) 'Radiator Repairman 'Refrigeration & Air Conditioning Fitter 'Refrigeration & Air Conditioning Mechanic 'Refrigeration & Air Conditioning Mechanic Equipment Service & Maintenance 'Refrigeration & Air Conditioning Service & Repair (Residential and Commercial) 'Refrigeration & Air-Conditioning Mechanic 'Refrigeration And Air Conditioning Fitter 'Refrigeration and Air Conditioning Mechanic 'Refrigeration Fitter 'Refrigeration Fitter & Air-Conditioning Mechanic 'Refrigeration Fitter / Air Conditioning Mechanic 'Refrigeration Mechanic 'Refrigeration Mechanics and Installers 'Refrigeration Unit Mechanic 'Registered Nurse 'Reinforcing Ironworker 'Relays Technician 'Residential Plumber 'Residential Sheet Metal Worker 'Residential Sheet Metal/Service Technician 'Residential Wireman 'Residential/Light Commercial A/C Specialist 'Revenue Maintainer I 'Revenue Maintainer II 'Rigger/Crane Operator 'Rock, Sand & Gravel 'Rodman/Chainman 'Roofer 'Roofer & Waterproofers 'S.C.A.D.A./Telecommunications Technician 'Sanitary Health Technician 'Sausage Maker 'Scaffold & Shoring Erector 'Screw Machine Operator 'Security Officer - Health Services 'Security Officer - Manufacturing and Industrial 'Security Police Officer I 'Security Police Officer II 'Security Police Officer III 'Senior Electronics Technician 'Senior Parts Technician 'Service Advisor, Auto Repair 'Service Technician 'Sheet Metal Experimental Mechanic 'Sheet Metal Service Worker 'Sheet Metal Ship Yard Worker 'Sheet Metal Specialist 'Sheet Metal